

TABLE I

Ranking of Dimensions of Job Satisfaction In Order of Importance In "Ideal Job" -- Column 1 ----VERSUS-----
Evaluation by Agency Employees of their Actual Jobs in Terms of These Dimensions of Job Satisfaction - Column 2

<u>Dimension</u>	<u>Col 1</u> Rank -- <u>Ideal Job</u>	<u>Col 2</u> Rating -- <u>Actual Job</u>	<u>Col 3</u> Rank Variance Actual vs Ideal	
			<u>Lower</u>	<u>Higher</u>
Work Itself	1	9	8	
Personal Work Accomplishments	2	7	5	
Chance for Promotion	3	12	9	
Salary	4	14	10	
Importance of Organization's Goals	5	1		4
Co-Workers (Feelings Toward)	6	2		4
Training (Quality and Relevance)	7	10	3	
Treatment by Supervisor	8	3		5
Supervisor's Understanding of My Work	9	4		5
Way Organization Is Run	10	13	3	
Recognition Received for Work	11	8		3
Physical Surroundings/Working Conditions	12	11		1
Organization Rules and Regulations	13	6		7
Impression of Job on Family and Friends	14	5		9